

106TH CONGRESS
1ST SESSION

S. 1304

To amend the Family and Medical Leave Act of 1993 to allow employees to take school involvement leave to participate in the academic school activities of their children or to participate in literacy training, and for other purposes.

IN THE SENATE OF THE UNITED STATES

JUNE 30, 1999

Mrs. MURRAY (for herself, Mr. DODD, Mr. KENNEDY, Mr. DASCHLE, Mr. FEINGOLD, Mr. HARKIN, Mr. LAUTENBERG, Mr. INOUE, Mr. WELLSTONE, Mr. KERRY, Mr. AKAKA, and Ms. MIKULSKI) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To amend the Family and Medical Leave Act of 1993 to allow employees to take school involvement leave to participate in the academic school activities of their children or to participate in literacy training, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Time for Schools Act
5 of 1999”.

1 **SEC. 2. GENERAL REQUIREMENTS FOR LEAVE.**

2 (a) ENTITLEMENT TO LEAVE.—Section 102(a) of the
3 Family and Medical Leave Act of 1993 (29 U.S.C.
4 2612(a)) is amended by adding at the end the following:

5 “(3) ENTITLEMENT TO SCHOOL INVOLVEMENT
6 LEAVE.—

7 “(A) IN GENERAL.—Subject to section
8 103(f), an eligible employee shall be entitled to
9 a total of 24 hours of leave during any 12-
10 month period to participate in an academic ac-
11 tivity of a school of a son or daughter of the
12 employee, such as a parent-teacher conference
13 or an interview for a school, or to participate in
14 literacy training under a family literacy pro-
15 gram.

16 “(B) DEFINITIONS.—In this paragraph:

17 “(i) FAMILY LITERACY PROGRAM.—

18 The term ‘family literacy program’ means
19 a program of services that are of sufficient
20 intensity in terms of hours, and of suffi-
21 cient duration, to make sustainable
22 changes in a family and that integrate all
23 of the following activities:

24 “(I) Interactive literacy activities
25 between parents and their sons and
26 daughters.

1 “(II) Training for parents on
 2 how to be the primary teacher for
 3 their sons and daughters and full
 4 partners in the education of their sons
 5 and daughters.

6 “(III) Parent literacy training.

7 “(IV) An age-appropriate edu-
 8 cation program for sons and daugh-
 9 ters.

10 “(ii) LITERACY.—The term ‘literacy’,
 11 used with respect to an individual, means
 12 the ability of the individual to speak, read,
 13 and write English, and compute and solve
 14 problems, at levels of proficiency
 15 necessary—

16 “(I) to function on the job, in the
 17 family of the individual, and in soci-
 18 ety;

19 “(II) to achieve the goals of the
 20 individual; and

21 “(III) to develop the knowledge
 22 potential of the individual.

23 “(iii) SCHOOL.—The term ‘school’
 24 means an elementary school or secondary
 25 school (as such terms are defined in sec-

tion 14101 of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 8801)), a Head Start program assisted under the Head Start Act (42 U.S.C. 9831 et seq.), and a child care facility operated by a provider who meets the applicable State or local government licensing, certification, approval, or registration requirements, if any.

“(4) LIMITATION.—No employee may take more than a total of 12 workweeks of leave under paragraphs (1) and (3) during any 12-month period.”.

(b) SCHEDULE.—Section 102(b)(1) of such Act (29 U.S.C. 2612(b)(1)) is amended by inserting after the second sentence the following: “Leave under subsection (a)(3) may be taken intermittently or on a reduced leave schedule.”.

(c) SUBSTITUTION OF PAID LEAVE.—Section 102(d)(2)(A) of such Act (29 U.S.C. 2612(d)(2)(A)) is amended by inserting before the period the following: “, or for leave provided under subsection (a)(3) for any part of the 24-hour period of such leave under such subsection”.

1 (d) NOTICE.—Section 102(e) of such Act (29 U.S.C.
2 2612(e)) is amended by adding at the end the following:

3 “(3) NOTICE FOR SCHOOL INVOLVEMENT
4 LEAVE.—In any case in which the necessity for leave
5 under subsection (a)(3) is foreseeable, the employee
6 shall provide the employer with not less than 7 days’
7 notice, before the date the leave is to begin, of the
8 employee’s intention to take leave under such sub-
9 section. If the necessity for the leave is not foresee-
10 able, the employee shall provide such notice as is
11 practicable.”.

12 (e) CERTIFICATION.—Section 103 of such Act (29
13 U.S.C. 2613) is amended by adding at the end the fol-
14 lowing:

15 “(f) CERTIFICATION FOR SCHOOL INVOLVEMENT
16 LEAVE.—An employer may require that a request for
17 leave under section 102(a)(3) be supported by a certifi-
18 cation issued at such time and in such manner as the Sec-
19 retary may by regulation prescribe.”.

20 **SEC. 3. SCHOOL INVOLVEMENT LEAVE FOR CIVIL SERVICE**
21 **EMPLOYEES.**

22 (a) ENTITLEMENT TO LEAVE.—Section 6382(a) of
23 title 5, United States Code, is amended by adding at the
24 end the following:

1 “(3)(A) Subject to section 6383(f), an employee shall
2 be entitled to a total of 24 hours of leave during any 12-
3 month period to participate in an academic activity of a
4 school of a son or daughter of the employee, such as a
5 parent-teacher conference or an interview for a school, or
6 to participate in literacy training under a family literacy
7 program.

8 “(B) In this paragraph:

9 “(i) The term ‘family literacy program’ means
10 a program of services that are of sufficient intensity
11 in terms of hours, and of sufficient duration, to
12 make sustainable changes in a family and that inte-
13 grate all of the following activities:

14 “(I) Interactive literacy activities between
15 parents and their sons and daughters.

16 “(II) Training for parents on how to be
17 the primary teacher for their sons and daugh-
18 ters and full partners in the education of their
19 sons and daughters.

20 “(III) Parent literacy training.

21 “(IV) An age-appropriate education pro-
22 gram for sons and daughters.

23 “(ii) The term ‘literacy’, used with respect to
24 an individual, means the ability of the individual to

1 speak, read, and write English, and compute and
 2 solve problems, at levels of proficiency necessary—

3 “(I) to function on the job, in the family
 4 of the individual, and in society;

5 “(II) to achieve the goals of the individual;
 6 and

7 “(III) to develop the knowledge potential
 8 of the individual.

9 “(iii) The term ‘school’ means an elementary
 10 school or secondary school (as such terms are de-
 11 fined in section 14101 of the Elementary and Sec-
 12 ondary Education Act of 1965 (20 U.S.C. 8801)), a
 13 Head Start program assisted under the Head Start
 14 Act (42 U.S.C. 9831 et seq.), and a child care facil-
 15 ity operated by a provider who meets the applicable
 16 State or local government licensing, certification, ap-
 17 proval, or registration requirements, if any.

18 “(4) No employee may take more than a total of 12
 19 workweeks of leave under paragraphs (1) and (3) during
 20 any 12-month period.”.

21 (b) SCHEDULE.—Section 6382(b)(1) of such title is
 22 amended by inserting after the second sentence the fol-
 23 lowing: “Leave under subsection (a)(3) may be taken
 24 intermittently or on a reduced leave schedule.”.

1 (c) SUBSTITUTION OF PAID LEAVE.—Section
 2 6382(d) of such title is amended by inserting before “,
 3 except” the following: “, or for leave provided under sub-
 4 section (a)(3) any of the employee’s accrued or accumu-
 5 lated annual leave under subchapter I for any part of the
 6 24-hour period of such leave under such subsection”.

7 (d) NOTICE.—Section 6382(e) of such title is amend-
 8 ed by adding at the end the following:

9 “(3) In any case in which the necessity for leave
 10 under subsection (a)(3) is foreseeable, the employee shall
 11 provide the employing agency with not less than 7 days’
 12 notice, before the date the leave is to begin, of the employ-
 13 ee’s intention to take leave under such subsection. If the
 14 necessity for the leave is not foreseeable, the employee
 15 shall provide such notice as is practicable.”.

16 (e) CERTIFICATION.—Section 6383 of such title is
 17 amended by adding at the end the following:

18 “(f) An employing agency may require that a request
 19 for leave under section 6382(a)(3) be supported by a cer-
 20 tification issued at such time and in such manner as the
 21 Office of Personnel Management may by regulation pre-
 22 scribe.”.

1 **SEC. 4. EFFECTIVE DATE.**

2 This Act takes effect 120 days after the date of en-
3 actment of this Act.

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